

Women New Jersey

New Jersey Department of Community Affairs ♦

Volume V, No. 3 ♦

Fall 2003



Greetings from Governor James E. McGreevey & Commissioner Susan Bass Levin

Much has happened since the last edition of *Women New Jersey*. In June, we appointed Ileana Montes as acting director of the Department of Community Affairs' (DCA) Division on Women, and in July we wrapped up a series of six roundtables across the state where we met with women leaders and advocates to discuss issues facing women today.

We truly believe that we are effecting changes for women in New Jersey everyday. We are working hard, with the leadership of the Division on Women, to make a difference in women's everyday lives.

Particular to this edition, we hope you find time to learn more about domestic violence during Domestic Violence Awareness Month throughout October, and read here about the programs the Division on Women has to offer to help women in their time of need.

Overall, we are working on many fronts including the environment, job creation and education, to make this state better for women and for everyone who lives here. For

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DCA Commissioner Susan Bass Levin provides a personal perspective on the benefits of early detection for ovarian cancer at the Cancer Institute of New Jersey.

In Recognition of Gynecologic Cancer Awareness Month, DCA Commissioner Susan Bass Levin Urges all NJ Women to Schedule Regular Gynecologic Examinations

In recognition of September as Gynecologic Cancer Awareness Month, the Cancer Institute of New Jersey (CINJ) held an informational session on September 8 on the latest in reproductive cancer research and the importance of prevention and early detection. DCA Commissioner Susan Bass Levin provided a personal perspective on the benefits of early detection for ovarian cancer.

At the event, Commissioner Levin recounted her successful recovery from surgery for early stage ovarian cancer and urged all women to schedule regular gynecologic examinations with their doctors. Her procedure was performed on

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NEW JERSEY DEPARTMENT OF COMMUNITY AFFAIRS



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Domestic Violence & Sexual Assault Reach NJ Supreme Court

by Ileana Montes, Acting Director,
Division on Women

Knowing your rights as a victim of domestic violence and sexual assault is extraordinarily important in protecting yourself. The Division on Women serves to provide you with key information about your rights, including those given to you through legislation and court rulings.

This summer, the New Jersey Supreme Court handed down decisions regarding domestic violence and sexual assault that you should know about.

Sacharow v. Sacharow

In 1997, the Address Confidentiality Program Act was signed to protect victims of domestic violence by shielding their locations from their abusers.

In this ruling, handed down on July 16, 2003, the court decided that a restraining order is not a prerequisite for address confidentiality and that the question of address confidentiality raised in a child custody or visitation proceeding must be decided based on the best interest of the child, not whether the mother obtained a restraining order.

Note: Since 1991, New Jersey is one of nine states that have created address confidentiality programs to prevent victims of domestic violence from being found by their abusers.

State v. Anderson Garron

In another case decided on July 23, 2003, the New Jersey Supreme Court ruled that evidence of a victim's previous sexual conduct is admissible in the prosecutions of a sexual assault case. This decision restricts the scope of protection granted to victims under New Jersey's Rape Shield Statute, which limits a defendant's ability to introduce evidence of the victim's prior sexual conduct.



From the Acting Director's Desk

We are delighted to present to you the fall edition of *Women New Jersey*, the newsletter from DCA's Division on Women and the New Jersey Advisory Commission on the Status of Women.

This has been an exciting and busy year for the Division on Women. During the spring and summer, Governor McGreevey, through the Division, hosted a series of roundtables at various colleges around the state. Featured speakers were our state's women leaders who lead discussions on a broad range of issues that affect women, such as economics, health, domestic violence, sexual abuse and women in the workplace. It is through programs like the Governor's roundtables and the active participation of the women who attended that the Division can show its dedication to the advancement of women, and can develop a strong and progressive agenda for the women of New Jersey.

The Division advocates for women's rights and opportunities, and works in collaboration with women's coalitions and commissions to promote legislative initiatives that benefit women. The Division also concerns itself with the implementation of statutes and rulings of state courts that affect women and makes recommendations for the enhancement of such policies and laws. Most recently, for example, the New Jersey Supreme Court handed down decisions related to domestic violence and sexual assault, which are important for women to know about. (See article at left.)

We also observed Hispanic Heritage Month from September 15 through October 15, where we celebrated the success of Hispanics in New Jersey. I am pleased that the Division on Women also plays an important role in the advancement of Hispanic women of New Jersey by funding three Hispanic Women Centers, which you will read more about in this issue.

Since joining the Division on Women, I have worked hard with our expert staff to move ahead on women's issues, increasing outreach efforts, and expanding women's rights and opportunities through our programs and services.

I welcome you to use this newsletter as a reliable source to learn more about the Division on Women. I look forward to working with women throughout New Jersey to continue the invaluable services the Division provides through its programs and to continue addressing the challenges we face.

Sincerely,

Ileana Montes

Acting Director, Division on Women

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October is Domestic Violence Awareness Month

Learn What the Division on Women Can do for You

Office on the Prevention of Violence Against Women

The Division on Women's Office on the Prevention of Violence Against Women (OPVAW) provides legislative analysis, public education, and policy and program development on issues of violence against women, including domestic violence, sexual assault, stalking, dating violence and sexual harassment. OPVAW administers the following programs:

- Advisory Council on Domestic Violence
- Domestic Violence Police Training
- Sexual Assault, Abuse, Rape Care Program
- The Statewide Domestic Violence Hotline
- Women's Referral Central
- Women's Shelter Grants

Advisory Council on Domestic Violence

The Advisory Council on Domestic Violence was established by statute in 1987. Its 19 members are drawn from government and nonprofit groups and are appointed by the Governor. The Council is charged with:

- Monitoring the effectiveness of laws concerning domestic violence and making recommendations for improvement
- Reviewing proposed legislation to make recommendations to the Governor and the Legislature
- Studying needs, priorities, programs and policies throughout the state and ensuring that service providers and communities are aware of needs and services
- Making recommendations for community education and training programs

Domestic Violence Police Training

This program reimburses municipal police departments for expenses incurred from providing domestic violence training to members of their community. The program encourages partnerships between municipal police departments and local domestic violence programs.

Sexual Assault, Abuse, Rape Care Program

This program administers grants and contracts, and provides technical assistance to designated county-based rape care centers in each of New Jersey's 21 counties, as well as regional and statewide sexual assault prevention education programs. It also supports the New Jersey Coalition Against Sexual Assault. The program's goal is to assist grantees in implementing victim-centered services, providing risk reduction activities and developing a strong and positive presence in each county and community.

The Statewide Domestic Violence Hotline

Through DCA and Womanspace, Inc., the Domestic Violence Hotline is a lifeline to those who need help. Womanspace, Inc. is the lead agency in Mercer County in providing comprehensive services to individuals affected by domestic and sexual violence. Through Womanspace and a DCA Division of Women grant, the Statewide Domestic Violence Hotline provides an accessible, 24-hour-a-day, seven-day-a-week lifeline to thousands of individuals impacted by domestic violence.

The hotline has provided information, referrals, support and crisis responses since its inception in 1986. During these 17 years, trained counselors answered more than 170,000 calls and provided assistance to victims of domestic violence, their families and friends, as well as social service professionals seeking information about domestic violence.

Callers in life-threatening situations receive confidential assistance on options for immediate safety. Bilingual counselors also are available 24-hours-a-day to assist Spanish-speaking callers. In addition, the hotline offers TTY services for the deaf and hearing impaired.

This hotline truly is a lifeline for victims of domestic violence.

Domestic Violence Hotline
1-800-572-SAFE(7233)

Women's Referral Central

The Women's Referral Central provides information to women in New Jersey through a statewide toll-free telephone line. It provides referrals and basic information about discrimination, housing, displaced homemakers, divorce, violence and other issues facing women today. The hotline is accessible 24-hours-a-day, seven-days-a-week.

Women's Referral Central Hotline
1-800-322-8092

Women's Shelter Grants

These grants facilitate the maintenance and/or improvement of the physical structure of a shelter or improves / supplements the delivery of direct services to victims of domestic violence who reside in a shelter.

Celebrating Women's Equality Day with a Focus on Alice Paul

To celebrate this year's Women's Equality Day on August 26, the Division on Women (DOW), the New Jersey Advisory Commission on the Status of Women and the Alice Paul Institute, formerly the Alice Paul Centennial Foundation (APCF), sponsored a Women's Equality Day Event at Paulsdale, the family home of Alice Paul, author of the Equal Rights Amendment and early women's activist, in Mt. Laurel.

Women's Equality Day commemorates the 1920 passage of the 19th Amendment to the Constitution, which granted women the right to vote. This year's event marked the 83rd anniversary of the ratification of the 19th Amendment and the celebration not only remembers women's suffrage, it also acknowledges women's continuing efforts toward equality.

This year, Governor McGreevey officially proclaimed August 26 Women's Equality Day and acting director of DOW, Ileana Montes, presented the proclamation to Rhonda Carboni, the president of APCF as part of the night's festivities.

Participants in this year's event were entertained with a performance, musical presentation and book reading, all highlighting the accomplishments of Alice Paul:

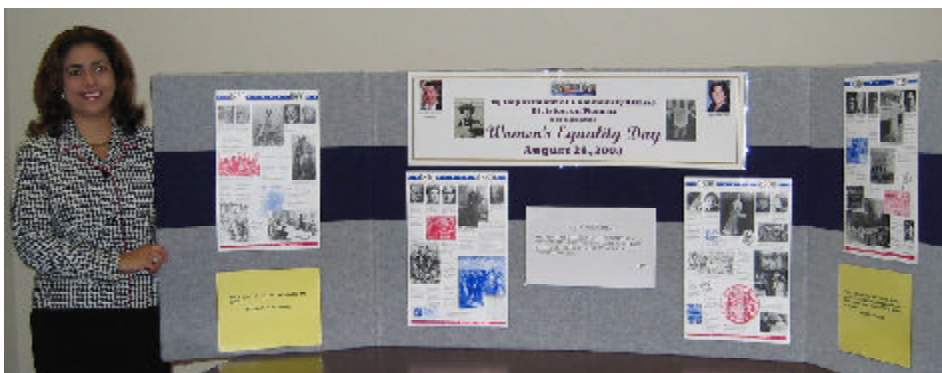
- Michele LaRue, of the East Lynn Company, performed "Someone Must Wash the Dishes," an anti-suffrage monologue written in 1913 by suffragist Marie Jenny Howe.
- Valerie Vaughn, a singer and musician who specializes in the folklore and history of South Jersey and the Pinelands, performed a song she composed about Alice Paul.
- Lynn Wenzel and Carol J. Binkowski, authors of *More than Petticoats: Remarkable New Jersey Women*, read an excerpt about New Jersey women's accomplishments and what they have contributed to society.

The participants enjoyed a tour of Paulsdale, one of the few National Historic Landmarks in the country that commemorates the life and work of a woman.



(Above) Assemblywoman Bonnie Watson Coleman speaks on August 26, the same day that Governor McGreevey made the proclamation that this day is Women's Equality Day in New Jersey.

(Right) Later that day, Ileana Montes, Division on Women acting director, presents the Women's Equality Day proclamation to Rhonda L. Carboni, president, Alice Paul Institute, during the Women's Equality Day celebration at Paulsdale in Mt. Laurel, NJ.



DOW Acting Director Ileana Montes poses with DCA's Women's Equality Day booth. The booth was displayed in the DCA lobby for everyone to see and learn more about women's equality and the day's celebration.

Correction

There is a correction to the Summer 2003 issue of *Women New Jersey*. On page four, the article entitled "The Displaced Homemakers Network of New Jersey's 15th Annual Legislative Awards on May 8, 2003" should have stated that Francis Miller, who was honored at the Legislative Reception with a scholarship award, is from Hunterdon County (not Morris County).

Governor James E. McGreevey's Roundtable Series for Women: Prioritizing for the Future

Over the last few months, DCA's Division on Women completed six sessions in the first Roundtable Series for Women. The events were held at colleges around the state in Middlesex, Essex, Warren, Bergen, Camden and Atlantic Counties. These events created an invaluable forum where over 700 participants and panelists addressed critical women's issues.

The structure of these sessions afforded each of the participants an opportunity to discuss priorities, challenges and strategies presented within each topic area.

DCA & DOW Complete First Roundtable Series

On behalf of Governor McGreevey, DCA's Division on Women successfully completed the first Roundtable Series for Women in Middlesex, Essex, Warren, Bergen, Camden and Atlantic Counties. These events created an invaluable forum where over 700 participants and panelists addressed critical women's issues on the following topics:

- Economic Realities of Being a Woman
- Education in the 21st Century: Opportunities and Barriers
- Emerging Trends and Issues in Violence Against Women
- New Jersey's Aging Population: What Does it Mean for Women?
- The Next Generation: Creating Opportunities, Mentoring Leaders
- Women's Health Care: Evaluating Access, Information, and Services
- Women in the Workplace: From the Sticky Floor to the Glass Ceiling

The structure of these sessions gave each participant an opportunity to discuss the priorities, challenges and strategies presented within each topic area.

Governor McGreevey and DCA's Division on Women thank all of the Roundtable Series participants and

panelists for contributing their time and insight in prioritizing the future of New Jersey's women. A special acknowledgement also is extended to Douglass College, Essex County College, Centenary College, Bergen County College, Camden County College and Richard Stockton College of New Jersey and each of their staff for helping host these significant events.



In addition to the six events that were part of the Governor's Roundtable Series for Women, Governor McGreevey also met with women leaders in Asbury Park and Cherry Hill to discuss important topics facing women in New Jersey today, including education, health, economics and retirement.

Governor James E. McGreevey's Roundtable for Women: Panelists

For each session in the various counties, the Governor's Roundtable Series featured panelists who are highly valued in their respective fields to lead the discussions and help identify key issues facing New Jersey's women today. Complete biographies for the panelists are on the Division on Women's Web site at www.nj.gov/dca/dow.

Economic Realities of Being a Woman

- Mary L. Gatta, Ph.D. - Director, Research and Analysis, Center for Women and Work at Rutgers University
- Mary K. Trigg, Ph.D. - Associate Director, Center for Women and Work at Rutgers University
- Diane M. Zompa, Ph.D. - Senior Policy Analyst, State Employment Training Commission

Education in the 21st Century: Opportunities and Barriers

- Dianne A. McKay - Chair, New Jersey Advisory Commission on the Status of Women

Emerging Trends and Issues in Violence Against Women

- Susan Fleisch, MSW, LCSW, DVS - Director of Victim Services, New Jersey Association on Correction
- Patricia M. Hart, MSW, LCSW - Executive Director, Womanspace, Inc.
- Claudia Ratzlaff, MS, DVS - Executive Director, Atlantic County Women's Center
- Deborah K. Shepherd, MSW, LSW - Executive Director, New Jersey Coalition Against Sexual Assault (NJCASA)
- Rose A. Williams, MSW - Community Outreach Coordinator, New Jersey Coalition For Battered Women (NJCWB)

New Jersey's Aging Population: What Does it Mean for Women?

- Janet B. Lurie, Esq. - Private practice and Certified Elder Law Attorney
- Ileana Montes, Esq. - Acting Director, New Jersey Department of Community Affairs' Division on Women
- Sharon Rivenson Mark, Esq. - Private practice and Vice Chairperson, New Jersey State Bar Association (NJSBA) Elder Law Section
- Aimee P. Rudman, Esq. - Private practice and Certified Elder Law Attorney

The Next Generation: Creating Opportunities, Mentoring Leaders

- Amy E. Bain - Program Coordinator, Center for American Women and Politics (CAWP) at Rutgers University
- Staci Handschuh - Program Coordinator, New Milford Police Department's Youth Center
- Karen A. Levin - Atlantic County Legislative Research Officer
- Marianne McConnell, Esq. - Commissioner, New Jersey Victim's of Crime Compensation Board and President, Women's Political Caucus of New Jersey
- Sasha Patterson - NEW Leadership Program Coordinator, Center for American Women in Politics

Women's Health Care: Evaluating Access, Information and Services

- Diane J. Abatemarco, Ph.D., MSW - Assistant Professor at the UMDNJ-School of Public Health
- Maria Bitar, MD, OB/GYN - St. Joseph's Hospital and Medical Center, Paterson
- Jeannine LaRue - Senior Vice President, Saint Barnabas Health Care System
- Anna Trautwein, RN C - Patient Education Coordinator, Saint Peter's University Hospital, New Brunswick

Women in the Workplace: From the Sticky Floor to the Glass Ceiling

- Ileana Montes, Esq. - Acting Director, New Jersey Department of Community Affairs' Division on Women
- Esther H. Nevarez - Community Relations Coordinator, Division on Civil Rights, Bureau of Prevention and Citizen's Rights
- Victoria Rivera Cruz, Esq. - Director, Division of Civil Rights and Affirmative Action

Special Section - Governor McGreevey's Roundtable Series for Women



(Left and center) Governor McGreevey and the Department of Community Affairs held an intimate roundtable discussion with 35 Monmouth County women leaders at Sulli Art Studios in Asbury Park on Wednesday, August 6th. The women represented a broad range of professional fields including health care, law, business and nonprofit organizations. The Governor discussed current initiatives on Smart Growth, the reform of the Division of Youth and Family Services (DYFS) and the Division on Women's commitment to providing quality services and programs for women throughout the state. Division on Women Acting Director Ileana Montes joined the Governor for this session.



(Right) Governor McGreevey and DCA Commissioner Susan Bass Levin held another small, intimate roundtable discussion with women business leaders from Camden County at the Garden State Discovery Museum on Wednesday, August 20th. The diverse group of women included women business owners, as well as high-level executive women in the corporate sector. The Governor discussed New Jersey's commitment to expanding opportunities for women business owners.

In particular, the Governor and Commissioner highlighted the New Jersey Economic Development Authority's (NJEDA) Entrepreneurial Training Institute, which is an innovative program that offers training to help prospective entrepreneurs create a business plan and learn the basics of operating a business. Governor McGreevey encouraged the women to sign up for classes with the Institute that were beginning in the fall and to visit NJEDA's Web site at www.njeda.com/eti for more information.

Finally, Governor McGreevey also highlighted two upcoming seminars on October 16th and November 20th at Rutgers University's Camden Campus to learn how to become certified state vendors, so more women business owners can do business with the state.



Special thanks...

to each of the colleges who helped make the Governor's Roundtable Series for Woman a success!

Bergen Community College

Camden County College

Centenary College

Douglass College

Essex County College

Richard Stockton College of NJ

DCA Commissioner Susan Bass Levin Urges all NJ Women to Schedule Regular Gynecologic Examinations

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July 7 at the Robert Wood Johnson University Hospital in New Brunswick and was a complete success. The situation was detected early, as part of Commissioner Levin's regular health care regimen.

"I am grateful to the medical team at The Cancer Institute of New Jersey and UMDNJ-Robert Wood Johnson Medical School for the excellent care I received and continue to receive during this process," said Commissioner Levin. "The success of my procedure underscores the importance of regular doctor visits. I strongly urge all New Jersey women to consult regularly with their physicians to ensure the best possible care."

According to the American Cancer Society, approximately 25,400 women in the United States will be diagnosed with ovarian cancer and 14,300 women will die of the disease this year. Ovarian cancer causes more deaths than any other type of gynecologic cancer and accounts for nearly 5 percent of all cancer deaths among women. Ovarian cancer is very hard to diagnose and is often detected at a very late stage, making it important to be aware of potential risk factors and symptoms of the disease.

"It is our hope that current research efforts will ultimately lead to the development of a screening test for the early detection of ovarian cancer, similar to the mammogram for breast cancer, the pap smear for cervical cancer and the colonoscopy for colon cancer," stated Lorna Rodriguez, M.D., Ph.D., Chief of Gynecologic Oncology, CINJ, and Associate Professor of Obstetrics, Gynecology and Reproductive Sciences,

UMDNJ-Robert Wood Johnson Medical School.

"CINJ is dedicated to improving the prevention, detection, treatment and care of patients with cancer, through the transformation of laboratory discoveries into clinical practice. Thanks to the Fannie E. Rippel Foundation and their \$1 million gift to CINJ, the largest ever given by the foundation, we are able to pursue cutting edge research in women's reproductive cancers," Dr. Rodriguez continued.

"In the fight against cancer, only one thing is more successful than early detection - and that's prevention," said Governor James E. McGreevey. "The research underway at the Cancer Institute of New Jersey makes us a national leader in both."

"Commissioner Levin's diligence in pursuing routine physicals led to the early detection of her cancer and has been instrumental in her recovery," said Darlene G. Gibbon, M.D., Clinical Director of Gynecologic Oncology, CINJ, and Assistant Professor of Obstetrics, Gynecology and Reproductive Sciences, UMDNJ-Robert Wood Johnson Medical School. "I cannot stress enough the importance of early detection through routine check-ups and regular doctor visits."

"Even though September is designated Ovarian Cancer Awareness Month and Gynecologic Cancer Awareness Month, you should be sure to take the opportunity today to set up an appointment with your physician for a regular gynecologic examination," Levin noted. "I can tell you first hand that the key to successful treatment is early detection."



During the recognition event for Gynecologic Cancer Awareness Month at the Cancer Institute of New Jersey, DCA Commissioner Susan Bass Levin (left) is joined by her doctors, Lorna Rodriguez, M.D., Ph.D., Chief of Gynecologic Oncology, CINJ, and Associate Professor of Obstetrics, Gynecology and Reproductive Sciences, UMDNJ-Robert Wood Johnson Medical School (right) and Darlene G. Gibbon, M.D., Clinical Director of Gynecologic Oncology, CINJ, and Assistant Professor of Obstetrics, Gynecology and Reproductive Sciences, UMDNJ-Robert Wood Johnson Medical School (center).

September 15 through October 15 is Hispanic Heritage Month



Governor McGreevey participates in festivities at the National Puerto Rican Day Parade in New York City (left) and walks with Department of Personnel Commissioner Ida Castro during the Trenton Puerto Rican Day Parade (above).

Spotlight on Programs



Hispanic Women's Resource Centers Help Women Realize Their Goals

In 1988, the Hispanic Women's Demonstration Resource Centers Act was passed in response to the growing social and economic needs facing Hispanic women in New Jersey. The centers that arose out of the Act provided a range of core services to help Hispanic women realize their education and career goals, and help them make a better life for themselves and their families.

Today, the centers still provide much needed services, including educational evaluation services, job readiness training, career information services, self-help programs, mentoring projects and computer training. Other services include access to resources related to basic literacy and English as a Second Language (ESL).

Currently, there is a Hispanic Women's Resource Center in Northern, Central and Southern New Jersey.

Hispanic Women's Resource Center of Central New Jersey

Hispanic Women's Resource Center of Central New Jersey is a program at the Hispanic Affairs and Resource Center of Monmouth County, Inc., located in Asbury Park. This center focuses on helping Hispanic women enter the workforce and has served more than 600 new Latino women

during the past five years. Thirty-five percent of the women who participated in training activities here currently are in permanent positions.

Additionally, recognizing that childcare and transportation can be major barriers to program participation and completion, Estudia y Trabaja sin Barreras (Study and Work Without Barriers), a scholarship program, offers childcare and transportation assistance. For more information, call (732) 774-3282.

Hispanic Women's Resource Center of Northern New Jersey

The Hispanic Women's Resource Center of Northern New Jersey is hosted by La Casa de Don Pedro in Newark. This center focuses on assisting Hispanic Women to become more economically and socially empowered. The main program, named Abriendo Caminos (Opening Pathways), serves as a first step toward new opportunities for many of the women. Abriendo Caminos provides services for women from North, Central and South America, the Caribbean and Europe. The rich diversity of cultures and experiences of the participating women truly adds to their overall program experience. For more information, call (973) 481-4713.

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Urban and Hispanic Alliance Centers

The UHA's service providers truly are "Women Working Together for the Self-Sufficiency of other Women." Please visit Urban and Hispanic Women's Center Alliance of New Jersey, Inc. member centers at:

Urban Women's Centers:

Camden County

Camden County Council on
Economic Opportunity
Urban Women's Center
Geraldine Taylor, Director
(856) 365-8009
uwcenter@aol.com

Essex County

W.I.S.E. Women's Center
Urban Women's Center
Denise Sanders Brooks, Director
(973) 877-3395
dbrooks@essex.edu

Hispanic Women's Centers:

Camden County

Hispanic Family Center
Hispanic Women's Resource Center
of Southern New Jersey
Altie Carrasquillo, Director
(856) 365-7393
hfcwrc123@aol.com

Essex County

La Casa de Don Pedro
Northern New Jersey's Hispanic
Women's Resource Center
R. Wendy Melendez, Director
(973) 481-4713
wmelendez@lacasanwk.org

Monmouth County

Hispanic Affairs & Resource Center
of Monmouth County, Inc.
Hispanic Women's Resource Center
of Central New Jersey
Lesbia Marrero, Director
(732) 774-3282
programdirector@harcmonmouthnj.org

Spotlight on Programs

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Hispanic Women's Resource Center of Southern New Jersey

The Hispanic Women's Resource Center of Southern New Jersey is hosted by the Hispanic Family Center of Southern New Jersey and is located in Camden. In addition to providing core services, this center is working with students to address life issues which impact their ability to pursue education and career goals. The program also works with the Camden County Women's Center to provide information and support about domestic violence. For more information, call (856) 365-7393.

Urban and Hispanic Women's Center Alliance of New Jersey, Inc.

Today's urban and Hispanic women face extraordinary challenges in providing for their families' social and financial needs. While some women struggle to find employment, others are among the 'working poor.' The Urban and Hispanic Women's Center Alliance of New Jersey, Inc., also referred to as the Urban Hispanic Alliance (UHA), is a coalition that assists urban and Hispanic women in coping with these challenges.

The UHA is a nonprofit and nonpartisan coalition of urban and Hispanic service providers, and its mission is to support, coordinate, strengthen, promote and expand services for urban and Hispanic women through educational programs, community outreach and technical assistance. The UHA also works to support women by effecting public policy changes. DCA's Division on Women supports the centers that make up the alliance, offering funding and technical assistance to meet urban and Hispanic women's specific needs.

Workforce development in New Jersey is a top priority for the UHA. Technological advances and changing workplace cultures require that women adequately prepare to secure good jobs that pay enough to sustain a quality of life for women and their families. The UHA's strategic plans include increasing employment opportunities for urban and Hispanic women, especially in high-wage, non-traditional careers, increasing funding opportunities to expand staffing and programs, and gaining greater access to education and training. The UHA values strong partnerships with public and private sector business communities, as well as state leaders and representatives that support the centers' funding.

Urban and Hispanic women centers also provide case management services for women seeking employment, relief from issues faced by urban dwellers, education, training, computer skills, assistance with immigration, community resources, referrals and counseling. English as a second Language (ESL) classes also are offered, which helps remove the language barrier that excludes so many women from employment opportunities. Through the services provided by the UHA and its member agencies, urban and Hispanic women become prepared for the competitive workforce and are guided by a viable working action plan through the development of strong skills in time management, goal setting, decision making, work ethics, conflict resolution and critical thinking. A strong focus of the centers' programs is to prepare women to work effectively in New Jersey's emerging customer driven systems and no longer limit themselves to customer service positions as counter clerks, cashiers and fast-food cooks. The UHA serves as a support system for each center, while collectively building strategic partnerships that will benefit everyone.

Current UHA Officers and Active UHA Members listed on page 11.

New Jersey Representatives Attend:

National Association of Commissions for Women 34th Annual Conference

This year, the National Association of Commissions for Women (NACW) held its 34th Annual Convention "Shaping the Future Together" in Wilmington, DE. The New Jersey Advisory Commission on the Status of Women sent four commissioners to this year's convention - Commission Chair Dianne Mills McKay and Commissioners Barbara Lehman, Lynn Caterson and Evelyn Justesen.

Conference Highlights:

- Lehman was re-elected to the National Board of Directors.
- The New Jersey Advisory Commission on the Status of Women submitted "Support and Maintain Title IX's Current Regulations Without Changes" for consideration by the National Board of Directors. The Board unanimously approved the resolution.
- McKay and Dr. Mary Gatta, both of Rutgers University's Center for Women and Work, presented a workshop on New Jersey's pilot program on distance learning opportunities for poor, working mothers. This pilot program, funded by the U.S. Department of Labor - Women's Bureau in cooperation with NJ Department of Labor, provides an exceptional opportunity for full-time, poor, working mothers to gain education and training to improve their job earning capacity.
- Caterson, an Absecon councilwoman, participated as a panelist discussing women in elected offices. She also represented the Atlantic County Women's Center and shared a unique New Jersey program, which provides domestic violence education to children, letting them know that it is not their fault.

The annual conference was a great success and New Jersey's delegates brought back a wealth of information and some innovative ideas from other state's programs.

Welcome NACW Board of Directors



FY 2004 Board of Directors

Elections were held during the 34th Annual NACW National Convention for new Officers and Board Members. NACW welcomes the following new Officers: Ruth Jackson - President, Agnes W.H. Roseboro - Vice President, Bonnie Coffey - Secretary, and Donna L. Kreiser - Treasurer; and the new Directors-At-Large: Ossie Clay - Maryland, Lorraine Dominguez - New Mexico, Brenda Fowler -

Virginia, Maria C. Hernandez - Texas, Gini Hyman - Florida, Nadine Washington - California, and Linda R. Wilson - North Carolina. Also re-elected to the Board were Barbara Albu Lehman - New Jersey, and Carol Reed - North Dakota (NACW's former Secretary). These women join with the returning members: Barbara W. De Baptiste - Connecticut, Clotilde Perez-Bode Dedecker - New York, Eva Marie Mika - Illinois, Juanita Miles - California, Robin Stultz - West Virginia, and Carol Walker - Utah. Mary J. Watkins - Illinois, joins the Board as Immediate Past President.

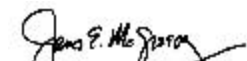
Photo courtesy of the National Association of Commissions for Women (NACW).


Greetings from
Governor
James E. McGreevey
& Commissioner
Susan Bass Levin

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women especially, the state's resource centers, hotlines, conferences and roundtables are just some of the ways we are traversing the state to meet with you, hear your concerns and work together to make New Jersey the best it can be.

With all good wishes,


James E. McGreevey


Susan Bass Levin

Current UHA Officers

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Denise Sanders Brooks, President

R. Wendy Melendez, Vice President

Ingrid Fisher, Treasurer

Arlene Acetti Almonte, Secretary

Active UHA Members

Altie Carrasquillo, Director, Hispanic Women's Resource Center (Camden County)

Lesbia Marrero, Director, Hispanic Women's Resource Center (Monmouth County)

Elidia Patch, Hispanic Coordinator, Women's Rights Information Center (Bergen County)

Geraldine Taylor, Director, Urban Women's Center (Camden County)

Dates to Remember

Saturday, October 25, 2003

The New Jersey Advisory Committee for Women Veterans' Annual Luncheon

To Honor "The Minute Woman" - A Revolutionary
War Figure Representing Women

11:30 a.m.

McAteer's Restaurant
1741 Easton Avenue
Somerset, NJ

Cost - \$25 per person

For more information,
please call (609) 530-6967.

October is...

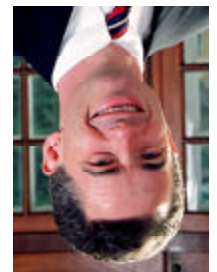
- Breast Cancer Awareness Month
- Domestic Violence Awareness Month
- Hispanic Heritage Month (September 15-October 15)
- National Disabilities Awareness Month
- National Disability Employment Awareness Month

Division on Women Hotlines
Domestic Violence
1-800-572-SAFE (7233)
Sexual Assault
1-800-601-7200
Women's Referral Central
1-800-322-8092

Susan Bass Levin
Commissioner



James E. McGreevey
Governor



New Jersey Department of Community Affairs
Division on Women
101 South Broad Street
PO Box 801
Trenton, NJ 08625-0801
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